

Tenure: six month battle over

Archived

By Claudia Galloway

A six month battle over faculty tenure by faculty leaders, college presidents and trustees of the California State Colleges ended in a compromise last Tuesday at a meeting of the Faculty and Staff Affairs Committee of the Board of Trustees.

An agreement was reached on procedures which will allow college presidents, at their discretion, to extend the probationary period before tenure from the present four years to as long as seven. The new policy would go into effect in April.

Presently, an "up-or-out" policy is in effect which requires

a faculty member to be awarded tenure by his fourth year, or to leave the faculty. The normal probationary period will continue to be four years, however, when a president feels fuller evaluation is needed, or if another year would give the candidate time to complete a doctorate degree or a needed manuscript for publication, he may use the extension provision.

Besides enabling college presidents to extend the probationary period, the new procedures will prohibit all but tenured faculty members from serving on committees "or otherwise participating in" formal recommendations from departments, schools and deans,

on whether tenure should be granted to a colleague. It would, however, allow tenured members to base their deliberations and votes on other sources of information, including opinions of younger, non-tenured faculty members and students, alumni, administrators, "or any other appropriate source."

The new procedures would provide protection for faculty members currently employed on probation with a "grandfather clause" which may be waived only at the employees request.

Also, for the first time, college presidents would be allowed to grant tenure immediately, if desired, to persons of unusual worth or merit. Despite Chan-

cancellor Glenn S. Dumke's opposition, however, the practice of allowing tenure to be awarded at the assistant professor level will be continued. The promotion of non-tenured faculty members to the ranks of associate or full professor will not be allowed.

The new procedures do not change the veto power held by the chancellor and trustees in any tenure case.

It was only the Faculty and Staff Affairs Committee which approved these new procedures, and they must now be subjected to a public hearing and a vote by the full board. They are scheduled to be on the agenda at the trustee's March 23-24 meeting which will be held in Los Angeles.

Mustang Daily

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"Ecology in the Environment" is the title of this P G & E exhibit located in the Architecture Gallery. It is one of several

similar industrial displays around campus in conjunction with Engineering week.

Faculty group oppose budget

A petition being circulated by the campus chapter of the United Professors of California (UPC), charging that Gov. Ronald Reagan's proposed budget for state colleges is too small, is receiving "favorable response" according to UPC chapter Pres. Laurence H. Carr of the Mechanical Engineering Department.

The petition states that the \$315,900,000 state college budget Reagan proposed is totally unacceptable. It also asked that: —Reagan approve the 1,066 additional faculty members requested by the trustees.

—Reagan approve \$66.1 million for a 13 per cent salary increase plus a 6 per cent improvement on fringe benefits.

—Reagan grant the trustees' request for \$186 million for capital outlay.

—The original request of \$4.1 million for the state colleges Economic Opportunity Program be met. Reagan allotted only \$1.6 million.

—Restore a \$2 million cut in teacher education programs, a \$500,000 cut in funds for master of

social work programs at four state colleges and a \$600,000 cut in funds for faculty recruitment. —\$1.3 million be appropriated for sabbaticals and special leaves by faculty.

—Professors resist all pressure from the governor on imposing tuition, by any name, on state college students.

The petition is being circulated by every UPC chapter that is on a state college campus. The signatures will be presented to the California Legislature. The petition from this campus will be presented to State Sen. Donald Grunsky and State Assemblymen William Ketchum.

Carr related that the UPC was created last May with a union of the Associated California State College Professors (ACSCP) and the AFT. He said that the two organizations found that they had been going to the legislature and state college trustees meeting, with the same messages, so they decided to combine.

The petition started circulating throughout various campus departments last Friday. A preliminary tally of signatures will be taken today at 4 p.m.

Non-retained instructors to rap at SNAP forum

Four instructors who are not being rehired, will speak in a forum during the College Hour today, 11 a.m., at the Engineering Auditorium.

The forum is sponsored by the Students for New Action Politics (SNAP), who have charged that "the administration has been for the past several years, ripping off our most creative instructors."

Dr. Fred Rizzo, Dr. Richard Greene, Dr. Wayne Williams, and Ralph Vrana, who are being released, and Marshall Wright, a tenured member of the Chemistry Department, will speak at the SNAP forum.

SNAP is also presenting a petition before the Student Affairs Council (SAC). The petition asks SAC for: a) establishment of a uniform system for the evaluation of all instructors; b)

publication of such evaluations and presentation of these evaluations at departmental committees for rehiring; c) announcement and opening of all faculty evaluation and grievance procedures to all members of the academic community; d) acknowledgement of students' right to present petitions, or written or verbal testimony at all evaluation and grievance meetings.

"Our purpose," said Raymond DeGroot, SNAP president, "is merely to educate the academic community to the college tenure system, and how it is applied here at Poly."

"By applied," continued DeGroot, "I mean the way some of our best teachers have been kicked out because they made public statements that are un-

popular with the conservative element running this school.

"The reasons the administration gave for firing those professors are unrelated to their effectiveness as instructors," noted the SNAP president.

"Our essential hope," said DeGroot, "is that the student body as a whole will get involved, and prevent an injustice from occurring."

Correction

A story that ran in yesterday's Mustang Daily should have read: "Four instructors will speak Thursday on their non-retention by this college. One of the instructors listed in Wednesday's paper was Marshall Wright." Wright is a tenured faculty member who is going to present his views on tenure.

Trustees give plan approval

The reality of Engineering South I, which will house Environmental Engineering and Aeronautical Engineering, and the married student complex moved a step forward Tuesday as a committee of the State College Board of Trustees approved the schematic plans for the Engineering Building and a transfer of land for the housing complex.

Approval of the schematic

plans for the Engineering building was the first step in the approval process, according to Dean Gerard, executive dean. Gerard said that it was the first and last time that the project comes before the Board of Trustees, but it was one hurdle that had to be cleared if the building was to be built. The building, which is to be 26,844 square feet and cost \$2,601,000 to construct, is scheduled for occupancy in August 1973.

Legal aid wins at polls

A recent survey on the establishment of legal aid services to students, indicates that 80 per cent of those questioned would favor such a program.

The survey revealed that out of the 80 per cent in favor of the legal service, only 40 per cent feel that they will ever need to use the legal aid. It also showed that 80 per cent have had the need for legal assistance in the past.

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The reasons given for the need of legal advice showed 22 per cent for housing contracts, 17 per cent for traffic violations and 13 per cent for auto accidents.

Several other colleges in California have made legal services available to those students that could not normally afford to retain an attorney. On these campuses the programs are often financed through the ASI on an expense basis.

A legal aid program would help students with most matters, excluding criminal cases. Housing contracts, discrimination, insurance plans and auto installment contracts are a few of the areas covered by the program.

Two guest speakers familiar

with the program will be featured today at a special meeting today, at 3 p.m., in Science North 202.

Mike Buck, who is an ASI legal advisor at San Jose State College will be speaking on the success of the legal aid service there. Also speaking at the meeting will be Attorney Cressy, a member of the California Rural Legal Assistance.

The meeting might also be attended by representatives from San Luis Obispo District Attorney's office and from the ABA, who will speak on the local problems of the program.

Overheard in the College Union Patio: "For four million dollars, you'd think it would stop more wind."

LETTERS TO THE EDITOR

Tacit goofs

The following letter is one which was sent to Willard Pedersen, Chairman of the English Department, Jon Ericson, Dean of the School of Communicative Arts and Humanities and President Robert E. Kennedy in reference to the termination of the employment of Fred Rime as instructor in the English Department. It is being published at Rime's request.

I strongly deplore the administrative incompetence that was responsible for the conflict that has arisen over the terms of my appointment. Over a year and a half ago Cal Poly Administrators offered me a position and received a letter of acceptance from me specifying the terms of my appointment. The terms I specified in my letter were not challenged when the letter was received, and they

were not challenged last year, but acceded to, when I objected to a discrepancy that arose between the terms of appointment stated in the letter and a teaching assignment. However, now, over a year and a half after the letter was received, I have been told that these terms are invalid.

Such deception, or oversight in not reading the letter, whatever the case may be, is disastrous not only for individual faculty members, but for the college atmosphere as a whole. It makes the faculty-administration relationship an untrusting one. And whenever there is trouble between faculty and administrators, this trouble is bound to carry over into student-faculty relationships, and student-administration relationships.

I was told that the sole reason for my dismissal was my adamant refusal to teach a Freshman Composition course Winter Quarter. I hereby affirm that I would be happy to teach my share of freshman courses, and that my refusal at that time was based purely on the principle that my administrators did not respect the original terms of employment. Repetition of such incompetent procedure by administrators, whether on the level of president, dean, or chairman, should not be tolerated, either by faculty or students.

the aardvark



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Folk music under clock

Folk music will be featured at another Coffee House activity, this Sunday from 7:30 to 10:30 p.m., in The Cellar under the clock of the Social Sciences and Business Administration Building.

Admission will be 16 cents and is open to the public.

This is being sponsored by the Special Events Committee and will be the last regularly scheduled Coffee House this quarter; though, students may look for the Coffee House in the new College Union, on the night of the grand opening.

Sunday night's performers are "Bill Jones", Tony and Don, Chris Young, and Glen Cook.

Poster contest seeks entrants

The Graphic Communications Department is sponsoring a contest, with a \$10 prize, for a poster design that will be printed and sold during Poly Royal.

The contest, according to Tom T. Livingston, who is coordinating the contest, is open to the entire school. All entries are to be no larger than 20" X 26" and submitted to GA 206 on March 3. All art work will be returned.

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Harv's Highlites

by Harvy Wallbanger

THURSDAY...Our mighty Symphonic Band is going to lay a free concert on you in the campus Theater during college hour. A little culture won't hurt... **FRIDAY...**The Symphonic Band strikes again. This time it's the Winter Band Concert at 8 p.m. in the Theater and it costs you 75 cents. Well spent... **SATURDAY...**At 3 p.m. the San Francisco NEW SHAKESPEARE COMPANY will perform out-of-doors in the Mission San Luis Plaza, courtesy of your Fine Arts Committee. At 8 p.m. the Company will perform Shakespeare's "AS YOU LIKE IT" in the campus Theater and there will be a Sunday afternoon matinee performance at 2 p.m. of the magical "MIDSUMMER NIGHT'S DREAM." There is a fast-moving, limited supply of tickets on sale now at the T.C.U. for only \$1.50. A whole lot of culture won't hurt either....If you couldn't get your ticket for the Saturday night Shakespeare then you might be satisfied with Rod Steiger and Sidney Poitier, "In The Heat Of The Night" showing in the engineering aud. at 7 and 9:30—50 cents....The last coffeehouse of the quarter will be held in THE CELLAR this Sunday at 7:30 p.m....Plan on next weekend for the "GRAND OPENING" of your college union building. From Friday to Sunday the place will be packed with free events highlighted by the ethnic-American music of one Mr. JOHN LEE HOOKER and one Mr. JOHNNY SHINES (Shines is of Chicago Blues and Hooker is of S.F.) Speaking of great bluesmen, MR. B.B. KING was on campus last Thursday with the idea of performing in the men's gym. He never struck a chord due to a contract mix-up by one of his booking agents. So very sad.

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Thursday, February 26, 1971, Mustang Daily

Page 3

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SIMON SAYS

Baseball's new image



by Paul Simon
Sports Editor

Baseball prospects this year are looking better all the time. Behind strong defense and pitching—and a little timely hitting—Augie Garrido's team has compiled a 6-1-1 mark. Until yesterday's Fresno State doubleheader they were undefeated.

Going into yesterday's contests the Mustang pitching staff, bolstered by the aid of assistant coach Berdy Harr owned a glistening 0.82 earned run average. Against Fresno State they gave up only four runs in the two games—and Fresno is one of the state's stronger diamond schools.

In the eight games this season, the Mustang hurlers have allowed but 13 runs over the span of 71 innings.

The change is not entirely the pitching staff's doing. "We've been able to get the big hit when we needed it," said Garrido. That extra hit has often come from the bat of rightfielder Lathan Marsh, who went against Fresno State with a .389 batting average. (He had three hits yesterday) Four of his ten hits have been for extra bases, including two homers, a triple and a double.

Second baseman Dave Oliver, last year's leading hitter, and outfielder Howard Casey have also jumped to good starts at the plate. Not surprisingly, all three hitters have turned in flawless fielding performances.

The continuing saga of the Mustang quest for a California Collegiate Athletic Association basketball title reaches a (dramatic?) conclusion this weekend with Cal State Fullerton cast into a possible spoiler role. The Titans must defeat the San Fernando Valley State College Matadors Saturday night after the Mustangs (we hope) conquer the Titans the night before. The Matadors and Mustangs would then tie for first with 6-2 records.

On the season the Mustangs are 15-9—the best of any college division team in the state. Both they and the Matadors are seeking a berth in the Pacific Regionals of the NCAA college division.

Two seniors on the team said their farewells to the Men's Gym against the University of San Diego last weekend. Forward Dennis d'Autremont scored 23 points in his final home appearance and Lew Jackson had 18. Denny presently tops the CCAA in field goal percentage (56), and Jackson is first at the free throw line (79). Jackson came through this season in a much-needed role as team leader on the court.

In last week's wrestling the pin, seldom seen this season, was very much a weapon against three CCAA foes. The Mustangs totaled 13 in claiming shutouts against all three, including a trio by heavyweight Tim Kopitar. His fall in the Pomona match came with a breathless two seconds left. Earlier in that match Steve Gardner thrilled fans at Crandall Gym with a pin Washington, third-ranked in the nation, university division. Vaughan Hitchcock's team, after perhaps the roughest schedule of any squad in the country, will be division. Vaughan Hitchcock's team after perhaps the roughest schedule of any squad in the country will be seeking season victory number 20 in dual meets which would establish a school record. This weekend the Mustangs should have no trouble cleaning the mats in the CCAA tournament at Riverside. We're hoping for 10 individual championships.

Mustangs split Fresno games

Augie Garrido's baseball team split a doubleheader with Fresno State yesterday by scores of 2-1 and 1-3.

The Mustangs tallied their two runs in the first frame of the opening game and held on through the pitching of Larry Sylva and Les Ohm. Dave Kline, Robin Baggett, Dave Oliver and Lathan Marsh each collected two hits in the game.

Bill Hall and Alan Noble shared hurling duties in the second game defeat. Hall drove in the sole Mustang run with a seventh inning single.

Wolves are usually born in late March and early April.

Time for revenge—Huskies here tonite

by Mark Cooley

Third-ranked Washington invades the Men's Gym tonight when the revenge-minded Mustang wrestlers host the Huskies at 7:30.

The final dual meet for the Mustangs will feature the two top teams on the West Coast. This weekend the grapplers travel to Riverside to the California Collegiate Athletic Association Championships.

The meet will have a significant effect on the national rankings. If the Mustangs can beat the Huskies, the Green and Gold should be moved up from their current ranking of number 11.

Washington has lost to only two teams in the top ten this year—number one Iowa State and number two Oklahoma State. But the Huskies have been inconsistent. Recently they have been tied by three teams, including Oregon State, a team that

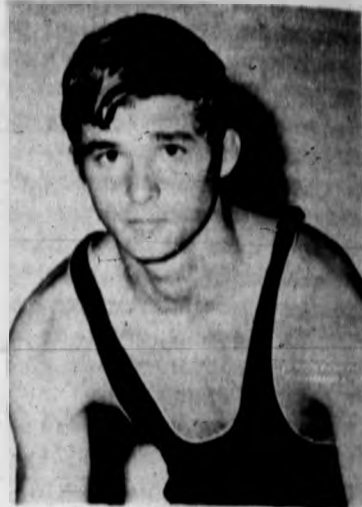


Anderson
Wrestler of the week

Gardner last year and will go against Ron Shearer at 134.

In the only rematch from last year, Lee Torres will face Hajime Shinjo at 150. Shinjo pinned the Mustang at Washington.

Other outstanding wrestlers will be Pat Kaveny at 126 who will



Owings
NCAA's best

team. Some of their weight classes are filled with exceptional wrestlers. But the Huskies are vulnerable at some weights. For us to win we must be successful where we have the distinct advantage and we must win a couple of matches where the competition is nearly equal," commented coach Vaughan Hitchcock.

He added, "We're looking forward to the Washington match as one of the best of the year. A year ago we had one of our worst matches against the Huskies and we'd like some revenge for that 24-11 defeat."

Anderson has been named "Wrestler of the Week" for his efforts against five California schools last week. Probably his biggest victory came against Cal Poly Pomona when he defeated an old high school nemesis, Larry Watanabe, 8-4. The Bronco had beaten him three times in high school.

"We realize that 126 is probably not his best fighting weight but it does strengthen our team making his sacrifice of pulling a lot of weight worthwhile," Hitchcock said of Anderson.

The name Mesopotamia means "land between the rivers."

Intramural mat finals

Fans will have two wrestling matches instead of one when the intramural wrestling finals begin at 8:00 tonight in the Men's Gym.

The meet will precede the Mustang-Washington match at 7:30.

Contestants will be Dennis Lucido and Stuart Depper at 118, Steve Depper and Ron Hays at 126, Glen Chee and Jon Pietruszkiewics at 134,

the Mustangs defeated two weeks ago.

Though the Huskies have been inconsistent, they should prove to be tough in several of the weight classes. Top man for Washington will be Larry Owings at 142 who brings a 17-0 record into the match and is the NCAA University 142-pound champion. His opponent will be the Mustangs' Steve Gardner.

Washington will have four men in tonight's match who last year claimed victory over Mustang wrestlers in the Northwest. One is Owings, who pinned Allyn Cooke. Bill Allen dethroned Gary Maiolfi and is expected to go against Ron Lucas at 190. Pacific Eight champion Lyle Ballew smothered

be facing Glenn Anderson and Don Pleasant who will tackle John Finch at 158. Bill Murdoch will be at 177 for Washington and will face Maiolfi, who will be down two weight classes for tonight.

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1 additional LARGE for 50c
1 additional GIANT for 75c
not good on carry-outs

486 MARSH ST.
544-2600